

KTVL Annual EEO Public File Report

October 1, 2007 – September 30, 2008

The purpose of this EEO Public File Report is to comply with Section 73.2080 of the FCC's 2002 EEO Rule. This report is placed in the public inspection files and the WRGB website.

The information in this report covers the time period beginning October 1, 2007 to September 30, 2008 (the "Applicable Period"). The FCC's EEO Rule requires that this report contain the following information:

1. A list of all full-time vacancies filled by the station during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the outreach initiatives undertaken.

Appendices 1, 2 and 3 which follow have been designed, in the aggregate, to provide the required information. For purposes of this report, a vacancy was deemed "filled" not when the offer was extended but when the hiree accepted the job offer. A person was deemed "interviewed" whether he or she was interviewed in person, over the telephone or by e-mail.

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**Appendix 1
VACANCIES FILLED DURING REPORTING PERIOD**

	Vacancy Title	Sources Used to Announce Vacancy	Source of Hiree
1	Anchor/Reporter/Producer	<p>Freedom.Com website 17666 Fitch Irvine, Ca 92614 949-253-2300 Jamie Flores Jflores@freedom.com</p> <p>KTVL .Com website www.ktv.com</p> <p>TV Jobs.com PO Box 4116 Oceanside, CA 92052 Mark Holloway www.tvjobs.com</p> <p>All sources on appendix 2</p>	Tvjobs.com
2	Executive News Director	<p>Freedom.Com Website www.freedom.com</p> <p>KTVL.Com website www.ktv.com</p> <p>TV Jobs.com PO Box 4116 Oceanside, CA 92052 Mark Holloway www.tvjobs.com</p> <p>Oregon Employment Department 875 Union St. NE Salem, OR 97311 503-947-1470 Chris www.emp.state.or.us/joborders</p>	Freedom.com

		<p>Oregon Association of Broadcasters 7150 SW Hampton St. Suite 240 Portland, OR 97223-8366 503-443-2299 Bill Johnstone www.theoab.org</p> <p>Craigs List www.medford,craigslist.org</p> <p>Frank N. Magid Associates, Inc. One Research Center Marion, IA 319-377-7345 www.magid.com</p> <p>Broadcasting and Cable Los Angeles, Ca 323-965-2010 katie.rosa@reedbusiness.com</p> <p>Variety Careers 5700 Wilshire Blvd, Suite 120 Los Angeles, CA 90036 323-857-6600 www.variety@careercast.com</p> <p>Decision Toolbox www.dtoolbox.com 800-344-2026</p> <p>All sources on appendix 2</p>	
3	Accounts Payable/HR	<p>Freedom Com Website www.freedom.com</p> <p>KTVL – TV 1440 Rossannly Dr. Medford, OR 97501 541-773-7373 www.ktv.com</p> <p>TV Jobs.com PO Box 4116 Oceanside, CA 92052 Mark Holloway www.tvjobs.com</p>	Craigslist.com

		<p>Craigs List www.medford,craigslist.org</p> <p>Oregon Employment Department 875 Union St. NE Salem, OR 97311 503-947-1470 Chris www.emp.state.or.us/joborders</p> <p>All sources on appendix 2</p>	
4	Promotions Manager	<p>Freedom Com Website www.freedom.com</p> <p>KTVL.Com Website www.ktv.com</p> <p>Oregon Association of Broadcasters 7150 SW Hampton St. Suite 240 Portland, OR 97223-8366 503-443-2299 Bill Johnstone www.theoab.org</p> <p>Oregon Employment Department 875 Union St. NE Salem, OR 97311 503-947-1470 Chris www.emp.state.or.us/joborders</p> <p>All sources on appendix 2</p>	KTVL in house
5	Sports/News Reporter	<p>Freedom Com Website www.freedom.com</p> <p>KTVL – TV 1440 Rossannly Dr. Medford, OR 97501 541-773-7373 www.ktv.com</p>	TV Jobs

		<p>TV Jobs.com PO Box 4116 Oceanside, CA 92052 Mark Holloway www.tvjobs.com</p> <p>Oregon Association of Broadcasters 7150 SW Hampton St. Suite 240 Portland, OR 97223-8366 503-443-2299 Bill Johnstone www.theoab.org</p> <p>Craigs List www.medford,craigslist.org</p> <p>All sources on appendix 2</p>	
6	Reporter	<p>Freedom Com Website www.freedom.com</p> <p>KTVL – TV 1440 Rossannly Dr. Medford, OR 97501 541-773-7373 www.ktv.com</p> <p>TV Jobs.com PO Box 4116 Oceanside, CA 92052 Mark Holloway www.tvjobs.com</p> <p>Craigs List www.medford,craigslist.org</p> <p>All sources on appendix 2</p>	Referral
7	Account Executive / Marketing Specialist	<p>Freedom Com Website www.freedom.com</p> <p>KTVL.Com Website www.ktv.com</p> <p>Oregon Association of Broadcasters 7150 SW Hampton St. Suite 240 Portland, OR 97223-8366 503-443-2299 Bill Johnstone</p>	KTVL in house

		<p>www.theoab.org</p> <p>Oregon Employment Department 875 Union St. NE Salem, OR 97311 503-947-1470 Chris www.emp.state.or.us/joborders</p> <p>Spots n dots www.spotsndots.com</p> <p>Mail Tribune Newspaper PO Box 1108 Medford, OR 97501 541-776-4111 www.mailtribune.com</p> <p>All sources on appendix 2</p>	
8	Interactive Content Producer	<p>Freedom Com Website www.freedom.com</p> <p>KTVL.Com Website www.ktv.com</p> <p>Oregon Association of Broadcasters 7150 SW Hampton St. Suite 240 Portland, OR 97223-8366 503-443-2299 Bill Johnstone www.theoab.org</p> <p>Oregon Employment Department 875 Union St. NE Salem, OR 97311 503-947-1470 Chris www.emp.state.or.us/joborders</p>	Referral

None of these organizations are entitled to vacancy notification except for those highlighted in bold font.

Total Number of Persons Interviewed thru #8: 41

Total Number of Interviewees Per Recruiting/Referral Sources:

KTVL.com	9
KTVL in house	5
Craigslist.com	5
Magid/One Research	1
Decision Toolbox	3
TVjobs.com	7
Internal Posting	3
Referral	5
Mail Tribune Newspaper	1
The OAB	2
Total	41

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**Appendix 2
RECRUITMENT SOURCE LIST**

Rogue Community College
www.roguecc.edu
www.roguecc.edu/emp/employers

South Asian Journalists Association
www.saja.org
Saja@columbia.edu

SOU Nat'l Assoc. of Hispanic Journalists
www.nahj.org
jobbank@nahj.org

Ca. Chicano News Media Assoc.
www.ccnma.org
ccnmainfo@ccnma.org

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**Appendix 3
RECRUITMENT INITIATIVES**

Outreach Initiative #1

Participate in at least four events or programs relating to career opportunities in broadcasting sponsored by educational institutions.

KTVL personnel participated in the following events during the reporting period:

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|-------------------------------|--|
| 01/11/2008 | Home School Group; Grants Pass, Oregon toured station facility with question and answers following tour. |
| 01/17/2008
and
01/23/08 | General Manager and Traffic Coordinator worked with the 6 th grade class at Kennedy Elementary to create PSA's on smart energy use. Careers in sales, news and production were discussed. A follow-up tour of the station occurred on 02/08/08. |
| 01/22/2008 | Shady Cove Middle School; Shady Cove, Oregon toured station facility with question and answers following tour. |
| 01/25/2008 | Oregon Connections Academy; Jackson County (Home school network) toured station facility with question and answers following tour. |
| 04/23/2008 | News and Weather reporters participated in a career fair at North Valley High School. |
| 05/29/2008 | Rogue River Middle School; Rogue River, Oregon toured station facility with question and answers following tour. |

Outreach Initiative #2

Establish an internship program designed to assist members of the community to acquire skills needed for broadcast employment.

Our 2008 internship programs attracted two college students. Both interned in the News Department. The colleges represented were Southern Oregon University and University of Oregon. Interns receive school credit and are monitored by a teacher/coordinator.

Outreach Initiative #3

Provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.

KTVL provides on-going training to management and supervisory personnel.

March 14, 2008 required reading assignment to department heads and general manager: "How to discipline employees under the modern employment laws."

March 20, 2008 department managers viewed a videotape entitled "Performance Appraisals."

May 15, 2008 department manager's viewed a video tape entitled "EEO Compliance for Supervisors & Managers." Manager's also signed a statement acknowledging viewing the tape, receiving the station policies entitled "Rules of Conduct", "Anti-Harassment/Non-Discrimination" and the responsibility as a supervisor/manager to comply with and enforce EEO rules and station policies.

Outreach Initiative #4

Participation in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.

North Medford High School 04/15/2008
General Manager, Local Sales Manager and Chief Engineer.

Jackson County Oregon Employer Council 09/18/2008
General Manager and Promotions Manager.